

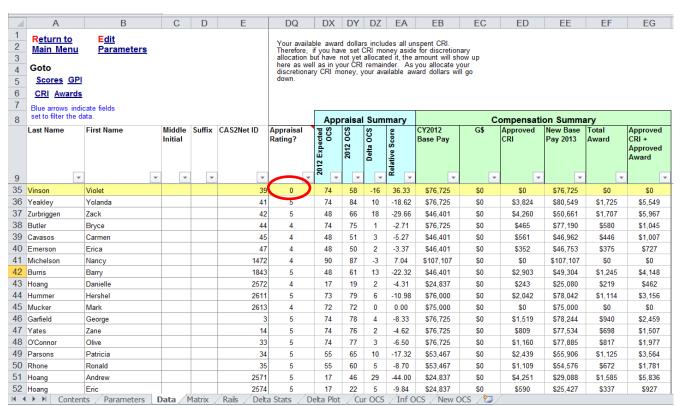
Pay Pool Administrator Advisory 2012-8

Issue Date: October 29, 2012

Topic: Compensation Management Spreadsheet (CMS) 2012 v1.4 Posted in Pay Pool Notices

Discussion: Version 1.4 has been released to correct an error showing in the summary level values given in column DQ. Currently, the "Table 8 - Translation of Retention Service Credit" chart, of the January 8, 1999 Federal Register Notice, shows the award of Retention Service Credit Years based on the assignment of Summary Level Designators 1, 3, 4, and 5. These designators are determined based on appraisal rating levels, as assigned under "Table 7 - Retention Service Credit Associated with Appraisal Results." Due to an error in the design of this pattern, individuals with Expected Overall Contribution Scores near the bottom of a broadband, who receive a -1 through -3 Delta Score, run the risk of inadvertently receiving a "zero" retention service credit years. This column was added to alert Pay Pool Panels of this possible outcome, however the "0" result will be corrected to "1", designating "0 [zero] retention service credit years."

Version 1.4 also corrects an error in the formulas for Discretionary Set-Aside, Cell DP3 on the Data tab. This also corrects the computation of alpha2 on the Data and Parameters tabs.



Action: : Use the updated CMS v1.4 found in Pay Pool Notices to facilitate pay pool deliberations. Version 1.3 will be deleted from Pay Pool Notices. Do a round-trip in CAS2Net to use the updated spreadsheet if your pay pool has already met so you do not lose any data/scores.